



JARS Holdings, LLC

AU-R-000890

This entity qualifies for the Bronze level tier of
the Social Equity All-Star Program



SOCIAL EQUITY IS NOT A ONE SIZE-FITS-ALL CONCEPT

At JARS Cannabis, we believe in implementing policies that drive change and create opportunities for equal outcomes. Our bronze standard social equity plan isn't just a recent development – it's an ongoing initiative that has been in the works since our inception. Currently, JARS operates within 15 disproportionately impacted communities, with construction underway in several more.

Our approach begins by immersing ourselves in the communities that surround our stores. Reaching out to local leadership helps us get to know our community and build a strong foundation from the start. We strive to hire from within the surrounding zip codes, fostering a culture where familiar faces, neighbors, and friends serve the community.

Dedicated to corporate social responsibility, JARS aims to employ 25% of our workforce from disproportionately impacted communities. Starting at a fair compensation of \$15 per hour for entry-level positions, our employees also have the opportunity to earn tips from clientele. We offer a comprehensive benefits package, including health care, vision, dental insurance, a 401k plan, and access to our robust Employee Assistance Program (EAP).

Our EAP is designed to provide confidential professional assessment, short-term counseling, and referral assistance for employees and their families. From addressing mood disorders and relationship problems to substance abuse and job-related stress, we're committed to supporting our staff. The EAP also offers opportunities for professional consultations and

discounts on future services. Some examples of major life issues for which support can be received from an EAP professional include:

- Depression, anxiety, and other mood disorders
- Relationship or family problems, including divorce and abuse
- Substance abuse (e.g., drugs, alcohol) and other addiction problems
- Job-related stress or anxiety
- Financial consultation

JARS EDUCATION & MENTORSHIP

Founded in 2020, JARS University serves as our in-house training program for newly recruited team members. At JARS University, new employees are invited to engage in a classroom environment to learn diverse rules and regulations while immersing themselves in the unique JARS culture. Upon completing the training program, our staff is confidently prepared to commence their in-store training.

**JARS Cannabis is currently drafting an extensive GOLD-level plan that will feature comprehensive details on social equity, corporate spending, and community reinvestment initiatives across all 19+ stores. This reflects our unwavering commitment to making a positive impact. While the Bronze plan presented here provides a brief preview, we are dedicated to creating a GOLD-level plan that goes above and beyond and look forward to seeing the positive changes it will bring.*